



January 2003

Career Finder Expo

By: Shelley Esplin, Cedar City

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On October 22, 2002 the Cedar City Department of Workforce Services (DWS) partnered with the *Daily News* to hold its first "Career Finder Expo." The following employers and schools participated in the Expo: **Army National Guard, Andrus Transportation, Brian Head Resort, Century 21, Cerro Copper Products Co., Circle Four Farms, Convergys, Kolob Regional Care & Rehabilitation of Cedar City, NAMPAC, Praxis Youth Quest, Inc., Smead Manufacturing Co., SOS Staffing of Cedar City, Southern Utah University-Short Term Intensive Training (S.T.I.T), Southwest Applied Technology, The American Institute of Medical-Dental Technology and Xanterra.** Nearly 300 job seekers attended the Expo!

We found this Expo to be very successful



Gina Poole, from Andrus Transportation Services.



Job seekers talk with employers at the Career Finder Expo.

for both job seekers and employers by the comments we received on our exit survey. Comments from employers included: "Good applicants." "Great exposure." "Learned more about what the community would like in terms of training programs." Job seekers comments included: "Getting to personally meet and know the people hiring." "A chance to meet everyone at one place." "Available jobs in Cedar City." "I learned about jobs I never thought of before."

DWS' Cedar City office and the *Daily News* appreciates the opportunity they had to partner with the employers and other agencies within Iron County to help job seekers find suitable employment and training opportunities. The Career Finder Expo was a big step forward in that direction.

State of Utah

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Iron County Employers Introduced to jobs.utah.gov Through Hands-On Workshop

By: Shelley Esplin, Cedar City

With the statewide introduction of our new Web site, jobs.utah.gov on November 4, 2002, employees of DWS' Cedar City office decided they would like their job seeker and employer customers to know more about how the system functions and how it could benefit them. Employers and active job seekers throughout

Iron County were sent an information card introducing the new Web site and inviting them to hands-on training. Training for employers was held on November 20, and job seeker workshops were held on November 19th, 26th, December 3rd and 10th. We received great responses from both customers.

State of Utah Launches jobs.utah.gov

After more than three years in production, jobs.utah.gov, the state of Utah's cutting-edge, online, and self-directed job matching system was unveiled. Perhaps the most sophisticated public system of its kind on the World Wide Web, it allows job seekers and employers to instantly find each other. Your next "employee of the month" could be just clicks away!



Governor Mike Leavitt activated jobs.utah.gov at a ceremony at United Parcel Service in West Valley City on 4 November 2002, day 274 of the Governor's 1000-Day Plan. jobs.utah.gov is an integral tool for accomplishing a fundamental tenet of the 1000-Day Plan, the availability of quality jobs statewide, because it is a platform for bringing together qualified job seekers and hiring employers for their mutual benefit and the economic prosperity of the state. Governor Leavitt commented that the launch of jobs.utah.gov is a significant step toward realizing his vision that Utah state government "will enable people to conduct business with government online 24 hours a day, 7 days a week, 365 days a year." jobs.utah.gov was developed and is maintained by the Department of Workforce Services, "Utah's Job Connection."

Employers looking to hire can register on jobs.utah.gov in just minutes, enter job orders (or descriptions of the positions they wish to fill, complete with the necessary qualifications), and begin searching the database of résumés immediately. Similarly, job seekers can register upon logging on, enter their résumés, and begin searching for a job. And, both can save their progress so that when they login later, they can start where they last left off. This online recruitment system is available at no fee.

Plus, all users have access to the online helpdesk to handle any inquiries or problems that may arise. Finding a job or filling one just got a lot easier in Utah. jobs.utah.gov is certain to help countless job seekers to provide for themselves and their families, as well as Utah businesses to grow and increase their bottom lines.

SIC is Gone, NAICS is Here!

News from the Workforce Information Division

What's the Big Deal?

Changing to the new coding system for industries (the North American Industry Classification System, or NAICS) is a complete break from the old system (Standard Industrial Classification, or SIC). Businesses are being reclassified, and tax breaks or favors extended to specific industries through legislative initiatives will have to be redefined. Data users will find that the industrial profiling of our economy will be so different that our reservoir of historical data will become obsolete because the two systems will be incompatible. While total employment numbers will remain compatible, industrial sectors are reorganized and many are brand new under NAICS. The bottom line: Any business or government agency that uses the old SIC system will have to change.

Why change?

The old SIC system is outdated. When it was created in the 1930's, the economy was built on a foundation of Manufacturing, with other sectors, such as Services, playing a supporting role. The economy has changed drastically since then. NAICS makes substantial structural improvements over SIC, including the addition of over 350 new industries that didn't exist under SIC or in the old economy. A few examples are: cable networks, satellite communications, warehouse clubs, convenience stores, HMO medical centers, hazardous waste collection, temporary help supply, and diet and weight reducing centers.

What does NAICS Look Like?

NAICS uses a six-digit coding system to identify particular industries. The first two digits designate the industry sector, the third designates the sub-sector, the fourth designates the industry group, the fifth the NAICS industry, and the sixth designates the national industry.

Learn more about NAICS and identify your individual industry by visiting the NAICS Web sub-page on the DWS Website: <http://jobs.utah.gov/wi/Naics/dwsdefault.asp>. For more information contact Dana Knold: 801 526-9469, dknold@utah.gov, or Kris Beckstead: 801 526-9475.

E-Wage Program Available

"**E-Wage** may reduce filing time by at least 50 percent, automates accurate calculations, and ensures rapid posting of quarterly wage reports. Savings will be significant for Utah employers who continue to file quarterly wage reports on paper, particularly those who are mid to large size employers," says Bill Starks, Chief of Contributions.

The **free** software, available January 1, 2003 for single user filing, will allow users to prepare their quarterly wage list by only inputting their employees' names and social security numbers once, and then entering only their wages for subsequent quarters. It maintains the wage totals in a database for calculating excess wage figures each quarter. In addition, **E-Wage** will allow users to make address changes, close and reopen accounts, change ownership, notification of releasing employees, etc. Once you've completed your wage list, **E-Wage** prepares your quarterly Employer's Contribution Report and gives you the option of submitting your reports via the Internet or on diskette. A Federal Employer Identification Number (FEIN) and installation of the free program, Macromedia FLASH Player, will be required to use this software. Current *JsWage* users will be able to convert existing wage files to the **E-Wage** program. **E-Wage** will also allow importing of wage information from many payroll software sources. Please call 801-526-9494 for details on this option.

E-Wage will be available free on CD ROM or may be downloaded from our Web site at: jobs.utah.gov/ui/ewage/ewage_download.asp. DWS will continue to accept wage data prepared with *JsWage* through the end of 2003.

DWS to Increase Focus on Workforce Development

Raylene Ireland, Executive Director of the Department of Workforce Services (DWS) has named Darin Brush as the Deputy Director of Workforce Development and Information.



Darin Brush

"Workforce Development is Economic Development, and that's long been part of the mission of our department," said Ireland. "We are now at the stage of evolution of this department to focus on economic development issues as a partner with private sector employers, our partners in education, and our state Department of Community and Economic Development. Mr. Brush has an exceptional background that has prepared him to take on this responsibility."

Mr. Brush has been the Director of Communications and Customer Service for the Department, and the Director of the State Council on Workforce Services, which is comprised of a majority of private sector employers.

"The Governor's 1000-day plan demonstrates a commitment to the economic vitality of our state. I'm honored at this opportunity to move workforce development into the economic development realm," said Mr. Brush. "My immediate priorities are to build on our successful Labor Market Information Division to deliver consumer driven workforce information intelligence to stakeholders and decision makers, while ensuring that we provide the highest quality services to Utah employers."

Health Insurance Tax Credit for Trade Affected Unemployment Insurance Claimants

For the first time ever, claimants who are covered under an approved petition for federal Trade Adjustment Assistance will be eligible for a tax credit off their health insurance premiums paid during the 2002 tax year. The Trade Act provides special benefits to individuals who become unemployed due to foreign competition. Anyone who believes job losses are trade affected may submit a petition to the

Department of Trade Adjustment Assistance for approval. Additional information on this program can be obtained by going to the Website: www.doleta.gov/tradeact or by contacting the DWS' Unemployment Insurance Claims Center: Salt Lake/South Davis (801) 526-4400; Weber/North Davis (801) 612-0877; Provo (801) 375-4067; other locations or out-of-state (888) 848-0688.

Utah Department of Workforce Services

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Manager as a Coach

By Kimberly Johnson, St. George

The St. George Employment Center (EC) has been busy planning employer workshops in conjunction with the St. George Chamber of Commerce and the Dixie Business Alliance. In a recent workshop "Manager as a Coach," presented by Sunscape Partners Cindy Clemens and Carol Leavitt, MBA, managers were presented ways to coach and motivate their employees. Successful managers in the 21st century will be those that develop and mentor people. The presenters advised attendees that when managers use coaching to strengthen their employees' capabilities, it incites personal pride and motivation, accountability and productivity and produces significant benefits at all levels of the organization.



Cindy Clemens of Sunscapes Partners

DWS and the Washington County Employer Committee sponsors monthly workshops on various topics. For more information contact Kimberly Johnson in St. George at 435-986-3541 or your local DWS business consultant in your area.

Business Consultants

<i>Beaver</i> -Connie Fails	(435) 438-5498
<i>Cedar City</i> -Bob Cranford	(435) 865-6548
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jobs.utah.gov

Utah's Job Connection